



MAYOR'S TASK FORCE

FUTURE OF POLICING

PROVIDED BY:

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Mayor - City of Farmers Branch

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ABOUT

With the social unrest proliferating across our country, the conversation, naturally, has shifted to each and every community. Each community faces its own challenges as we have unique situations, demographics, and issues that affect our city - our is no different.

While national mandates and outcries are being demanded by national political groups, I believe decisions made for our community should rest solely in the hands of its residents. How we want to engage with our law enforcement and how we want to be policed is a decision for our community and our community alone.

This conversation, while important, has been brought up too many times without action. Too many times we have been unwilling to engage. There were no hollow words in my statement surround these issues - we would engage in this conversation. We would look internally and find opportunities to improve. We should always strive to be better, and if we have opportunities to grow and better ourselves, then we should pursue them.

In order to find the best path forward, we need to first educate ourselves. In order to do that, we need to listen, we need to have difficult conversations, and we need to take inventory of who we are and understand where we're going. This report is a culmination of those conversations and meant only to provide the framework for further conversation.

**YOU CAN SUPPORT
RACIAL EQUITY AND
BACK THE BLUE AT
THE SAME TIME**

THE FORMED COMMITTEE

The committee was formed by taking a broad look at our community, our demographics, and a desire to find a balanced approach to ensure a good representation of community voices in the room.

The committee consisted of youth, senior citizens, republicans, democrats, blacks, whites, Hispanics, middle easterners, men, women, community leaders, activists, and numerous citizen's police academy graduates,

Each member had a direct impact on the conversation as they were willing to share their voice in thoughtful, engaging and respectful conversation.

The initial meeting was branded as an opportunity to have open and unabashed conversations. I wanted to hear from the residents specifically, without any other presence in the room, in order to create an atmosphere for individuals to share their concerns, opinions, and experiences. We made sure that it was only the team below in attendance.

I used the opportunity to listen, take notes, derive themes, and generate questions that still needed answers. We used the second meeting to discuss all of these findings with the chief, express additional concerns, and receive answers to the question posed.

MEET THE TEAM

Robert Dye
Cristal Retana
Larry Washington
Ruben Rendon
Elizabeth Villafranca
Jennifer Evans
Claudia Iraheta
Jose Perez
Lynda Longstreet

Richard Hull
Linda Bertl
Sherrelle Evans-Jones
Sherry Wilcox
Christian Smith
Dolly Viera
Elizabeth Aviles
Eric Artis
Atlas Cheek

Don Smith
Jason Davila
Chris Burge
Michael Driskell
Diego
Karla
Enrique Guerrero
Hooman Sedgi

DERIVED THEMES



- Education
- Mental Health
- New Divisions
- Policy Reform
- Customer Relations
- Hiring Policies
- Transparency
- Domestic Violence
- Bail Reform
- Implicit Bias

WHAT WE'RE DOING NOW

STEPS WE'RE ALREADY IMPLEMENTING

DUTY TO INTERVENE

While our department has practiced this for years, we've codified in our policy procedures the duty to intervene for all sworn officers.

CHOKEHOLD BANS

we've revised our position on chokeholds to ban them in practice unless an officer's life is threatened or he is engaged in combat.

NO-KNOCK WARRANTS

The chief has revised our position and protocols in terms of no-knock warrants and the chain of command before action is taken.

CHIEF'S ADVISORY COUNCIL

A new committee will be formed by the Chief to provide an additional level of advisement on policy and departmental decisions.

TRANSPARENCY

Our department has implemented increased transparency initiatives to keep our public more informed about our department and reporting.

EDUCATION

Enhanced educational programming will be rolled out to help engage our entire community, but most notably our minority community.



WHERE TO GO NEXT

WHAT TO REVIEW FOR THE NEXT YEAR



OPPORTUNITIES TO GROW, BUT WILL REQUIRE INCREASED FUNDING FOR THE PROPOSED PROGRAMS

MENTAL HEALTH DIVISION

New unit designed to oversee and respond to non-violent crimes related to individuals in crisis.

MENTAL WELLNESS

Included in the suggestion above is the need for a team member who can provide psychological services to our officers on an as-needed basis to assist with mental wellness.

INCREASED TRANSPARENCY

While we've enhanced our transparency already, it's a commitment to create a more robust dashboard for consumption.

CUSTOMER RELATIONS

A community relations liaison whose sole job is to engage with our community and lead our education and outreach initiatives.

ENHANCED EQUIPMENT

We need to invest in more load-bearing equipment vests, license plate readers, and technology to assist our officers.



**THE MOST
DANGEROUS
PHRASE IN
LANGUAGE IS
"WE'VE ALWAYS
DONE IT THIS WAY"**

The spirit of this task force was intended to generate a conversation with our community members and our police chief to engage in difficult conversations to better understand where we might want to go as a community regarding our enforcement. The more we were able to listen and the more we were able to educate ourselves, the better we can provide guidance on working towards a brighter future.

In that brighter future, we still have a long way to go in terms of educating ourselves, looking for best practices and finding a path forward. A few items that still need to be reviewed in greater detail are as follows:

- Increased bilingual incentives
- Exploring implicit bias testing in during our hiring process
- Additional step increase in pay
- Bail reform and procedures
- Education outreach
- Social workers at the library
- Diversity and inclusion initiatives

While this is just a start to a larger conversation, this isn't meant to be a mandate of what needs to be done. This is purely to fuel conversation, to drive potential policy forward, and comes with inclusion from our residents. We've taken some great steps, but the journey and our path to a better future only continues from here.

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**GOT ANY
QUESTIONS?**

DON'T BE SHY! E-MAIL US AT
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